

Appreciating the Challenge: Motivation and Change

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Changing Behaviour



Each one of us has to take personal responsibility for the choices we make. We are free to choose amongst all the options in front of us. Often we are not aware of how we make our choices



Our behaviour is not just up to us. We are shaped by our past, our environment and the people around us. Change happens best when there is a culture of change. How can you be that culture of change?



What Makes Change Hard?

■ Resistance is normal:

- If it's not broken don't fix it
- The brain loves patterns
- Pleasure principle
- Path of least resistance
- Preference for short term gain regardless of long term consequences
- Environment pulls for sameness

3 Steps To Promoting Change

- Elicit Motivation
- Modify Behaviour
- Manage Emotions

Putting Motivation on the Table

Student Factors

- ✓ Understanding what we are asking
- ✓ Assessing Readiness
- ✓ Understanding current behaviour
- ✓ Tipping the balance:
 - ✓ Decisional balance
 - ✓ Barriers/Temptations
 - ✓ Self-efficacy

Faculty Factors

- ✓ How invested are you in enhancing motivation?
- ✓ How much time can you devote to motivational issues?
- ✓ One size does not fit all
 - ✓ Minimal Intervention
 - ✓ Motivational Interviewing
 - ✓ Motivational Enhancement interventions

Motivation

- Most of the time motivation to change is for short term behaviour. Why?
 - Fear or negative emotion is motivating but once the behaviour is established the negative emotion goes
 - Long term behaviour requires positive sources of motivation (it hurts so good). Make sure to address both negative and positive sources of motivation

Motivational Interviewing

- ✓ Ask questions, Minimize statements
- ✓ Express Empathy
- ✓ Take a curious, nonjudgmental stance
- ✓ Learn to sit with ambivalence
- ✓ Avoid argument
- ✓ Roll with resistance
- ✓ Support Self-Efficacy

Assessing Readiness To Change

“Do you consider X a problem?”

“Are you distressed by X?”

“Are you interested in change?”

“Are you ready to change now?”

Traffic Light Assessment

■ **Red** Light:

■ No to Q's 1-2

■ **Yellow** Light

■ Yes to Q's 1-3

■ **Green** Light

■ Yes to Q's 1-4

Assessing Motivation

- Do You Want To Change?
 - Are we asking the right question?
- What you want is only part of the issue
 - Why do you want to take change?
 - Look of reasons that are personal and meaningful
 - How hard are you willing to work to change?
 - How willing are you to make choices that might increase the burden temporarily in order to change?

How Does Success at Changing Come About?

- Reasons for changing outweigh reasons for staying the same
- You develop confidence in the ability to do the healthy behaviour
- You have a plan for dealing with things that get in the way
- You have a plan for dealing with temptations
- Remember, WILLPOWER IS A MYTH!

Tipping the Balance

- What are the advantages of change?
- What are the disadvantages of change?
- What are the advantages of staying the same?
- What are the disadvantages of staying the same?

- Why do you do what you do?
- How does it help you?

- Don't assume irrationality?
- Always remember reasons to stay the same are usually more powerful than reasons to change

Self-Efficacy

- Confidence in one's ability to perform a specific behaviour in specific contexts
- We need to help people incorporate the healthy behaviour into their self-esteem
 - Most humans are principle-based and will defend their principles – if health is part of this health behaviours will be protected

Behaviour Modification

- Goal Setting – SMART Goals
 - Specific
 - Measureable
 - Achievable
 - Relevant
 - Timely
- Behaviour Shaping:
 - Make it doable – specificity and proximity
 - Shape behaviour – accept inadequate approximations
 - Watch your expectations concerning
 - » Pace of change – individuals are turtles not hares
 - » Number of behaviours on the table – keep it under 3!

Behaviour Modification

- Stimulus Control
 - Identify the stimuli that elicit the unhealthy behaviour
 - Take control of these stimuli, to whatever extent possible
 - Specifically address availability
 - Look for alternatives to the stimuli
 - Identify barriers/temptations and make a plan
- Reinforcement management
 - Identify positive reinforcements that can be administered by the individual contingent on specific behaviours

Emotion Management

- Dealing with unhealthy coping strategies
 - Replacing the function
- Stress Management
 - Physical discharge
 - Physical Calming
 - Emotional expression
 - Seeking social support